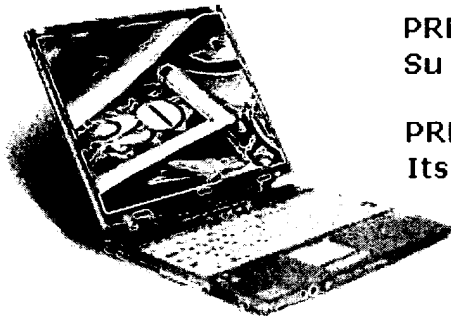




Centro de Consultoria y Desarrollo Gerencial



PRESENTA
Su Estudio De Mercado De Remuneraciones en Línea

PRESENTS
Its Online Market Compensation Study

Login For Members

Entrada Para Miembros

210 ~ Username

Usuario

212 ~ Password

Contraseña

Login - Entrada

200 ~

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Figure 1

RIMSKY'S ONLINE COMPENSATION PROGRAM

www.tolorimsky.com

User's Manual
Program Origin
Contact Us
Problems
Choose Program
Change Password
Change language
Logout

Choose an option :

1.

View market data and perform Interpolation or Extrapolation based on sales, number of employees or number of evaluation points.

2.

View market data and project monthly salary and annual remuneration after a certain number of months and a set rate of inflation

3.

View market data and calculate your merit increase based on the general rate of market increase, performance level and monthly salary

4.

View a qualitative analysis of all the benefits and the companies position with respect to market data

300 ↗

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Figure 2

434

417

Choose Industry
 -- ALL --
 Services
 Manufacture
 Pharmaceutical
 Free Zone

414
 447
 430
 449

Or Select c mpanies

Select Job Code
 1
 2
 3
 View Job titles
 419
 425
 427

Choose sales range
 Min
 Choose # employees
 Min
 Choose # evaluation points
 Min

Max
 Max
 Max

Choose Interpolation / Extrapolation parameter
☐ sales
☐ # employees
☐ # evaluation points
☐ Remove company from sample

436
 432

Another form
 Problems
 Logout

430
 449

Note: '-' implies data not available and 'NaN' implies Not a Number

431
 450

443
 445
 400

Resulting Compensation (Monthly salary)

Resulting Compensation (Total Annual Remuneration)

Compute

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Figure 3

Job Code Descriptions


	Human Resources ▶	Is the head of the company's human resources management function, being responsible for selection and recruiting of personnel, salary and benefits administration, training, welfare and labor relations. Operates with the title of Human Resources Manager. In many companies the job has also responsibility for Medical Service, Safety and Security. Requires advanced bilingual education (18 years), and 5 to 8 years experience depending on company size. Responsibility for Operations and Assets is at the plant section level. Responsibility for Supervision depends on the number of people supervised.
---	----------------------	---

Figure 4

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01/14/2004

Choose Industry

-- ALL --
Services
Manufacture
Pharmaceutical
Free Zone

Or Select companies

Select Job Code

1
2
3

[View Job titles](#)

Choose sales range

Min Max

Choose # employees

Choose # evaluation points

Min Max

☐ Remove company from sample

Job Code: 1
Total Incum.: 25

Industry Results ->	Sales Vol.	No. Emp's.	No. in Job	Eval. Points	Monthly Salary	Salary Inc.(%)	Rotat. Index
Company Data	500	85	1	478	28698	8	25
	490	231	1	508	30184	9	20
	25(25)	25(25)	25(25)	25(25)	25(25)	25(25)	25(25)
	1.02	0.37	1	0.94	0.95	0.92	1.24

Average monthly salary (\$) 714

Average # months 716

extra months (to project) 718

Rate of inflation (as a %) 720

Compute 723

Monthly salary after projection (\$) 725

Annual Remuneration after projection (\$) 727

700

Figure 6

Choose Industry
-- ALL --
Services
Manufacture
Pharmaceutical
Free Zone

Or Select companies
▼

Select Job Code
1
2
3
View Job titles

Choose sales range
Min Max
Choose # employees
Min Max
Choose # evaluation points
Min Max

Another form
Problems
Logout

☐ Remove company from sample

Industry Results ->	Job Code: 1	Sales Vol.	No. Emp's.	No. in Job	Eval. Points	Monthly Salary	Salary Inc.(%)	Rotat. Index
Company Results ->	Total Incum.: 25							
Company Data	500	85	1	478	25	28698	8	25
	490	231	1	508	20	30184	9	20
	25(25)	25(25)	25(25)	25(25)	25(25)	25(25)	25(25)	25(25)
	1.02	0.37	1	0.94	0.92	0.95	0.92	1.24

Estimated Merit Increase Budget (%)
110 ~ 810
Outstanding ~ 812
Positive ~ 814
28698 ~ 816
Compute ~ 818
116 ~ 820

Select level of Performance

Select Distribution

Your monthly salary (in \$)

Merit Increase Recommended (as a %)

800

Figure 7

Choose Industry
-- ALL --
Services
Manufacture
Pharmaceutical
Free Zone
Or Select c_mpanies

Select Job Code
1
2
3
View Job titles

Choose sales range
Min
Choose # employees
Min
Choose # evaluation points
Min
Max
Max
Max

Another form
Problems
Logout

Industry Results ->
Company Results ->
Company Data
Averages
Participants
Company Ratios

Job Code: 1
Total Incum.: 24
Company Data
Averages
Participants
Company Ratios

Sales Vol.	No. Emp's.	No. in Job	Eval. Points	Monthly Salary	Salary Inc.(%)	Rotat. Index
500	85	1	478	28698	8	25
490	237	1	509	30246	9	20
24(24)	24(24)	24(24)	24(24)	24(24)	24(24)	24(24)
1.02	0.36	1	0.94	0.95	0.92	1.25

Company removed from all calculations

Click this checkbox to view additional graphs

☒ Remove company from sample

Note: '-' implies data not available and 'NaN' implies Not a Number

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900

Figure 8

1. Benefit Analyses ~ 910
2. Monthly Salary Quartile Graph ~ 912
3. Total Annual Remuneration Quartile Graph ~ 917
4. Company Vs Market [Graphical] ~ 916
5. Company Vs Market [Tabular] ~ 918

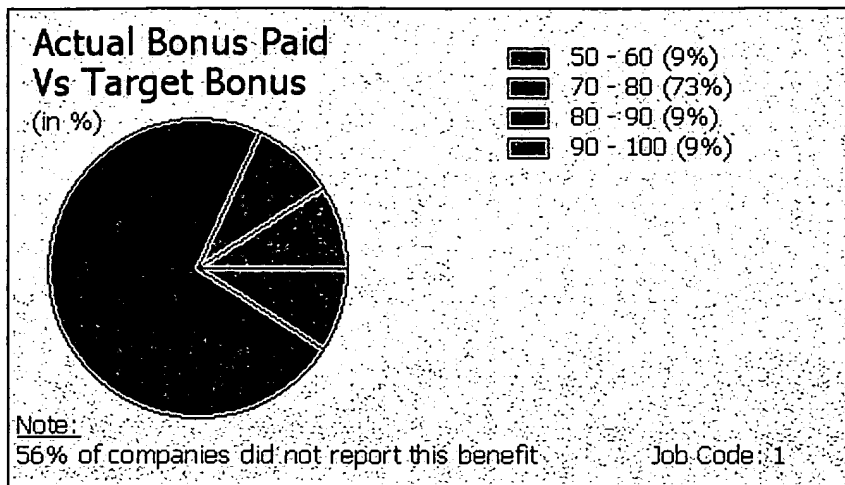


Figure 9

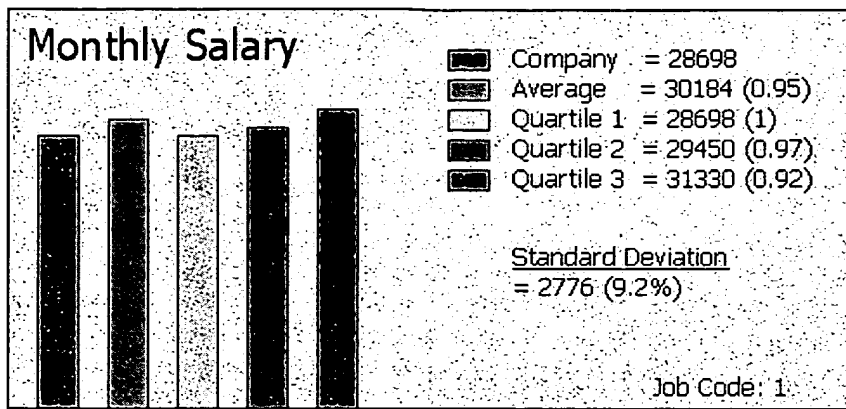
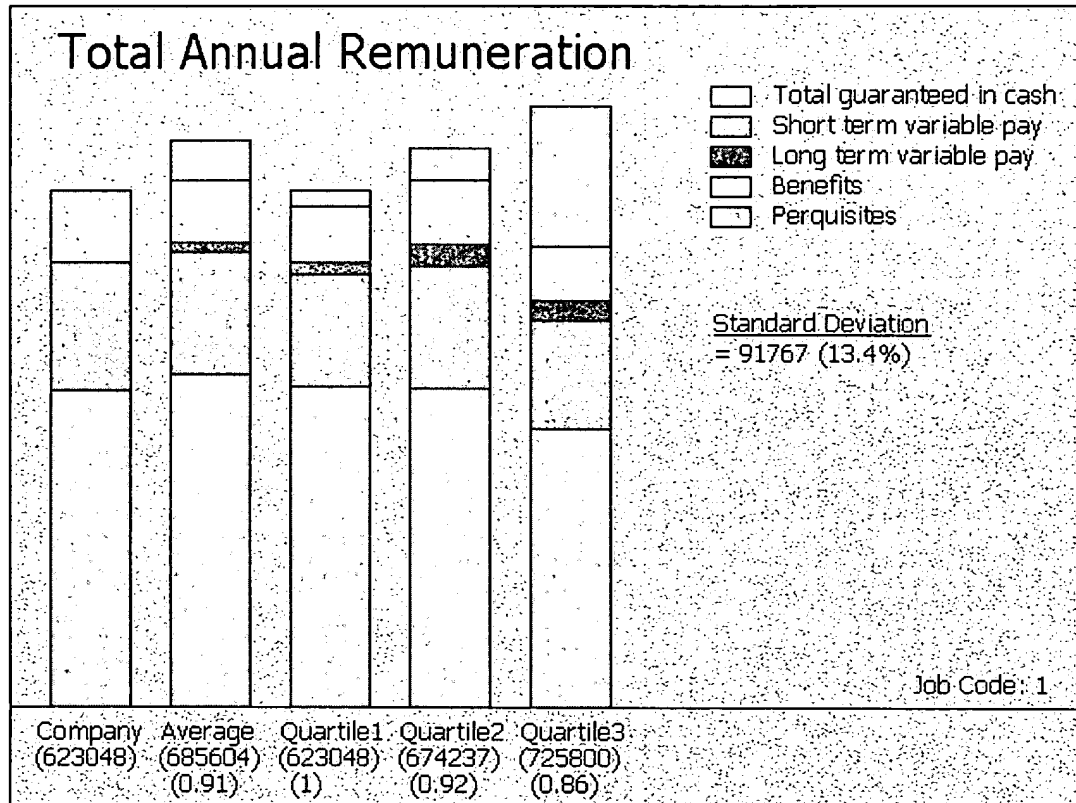


figure 10

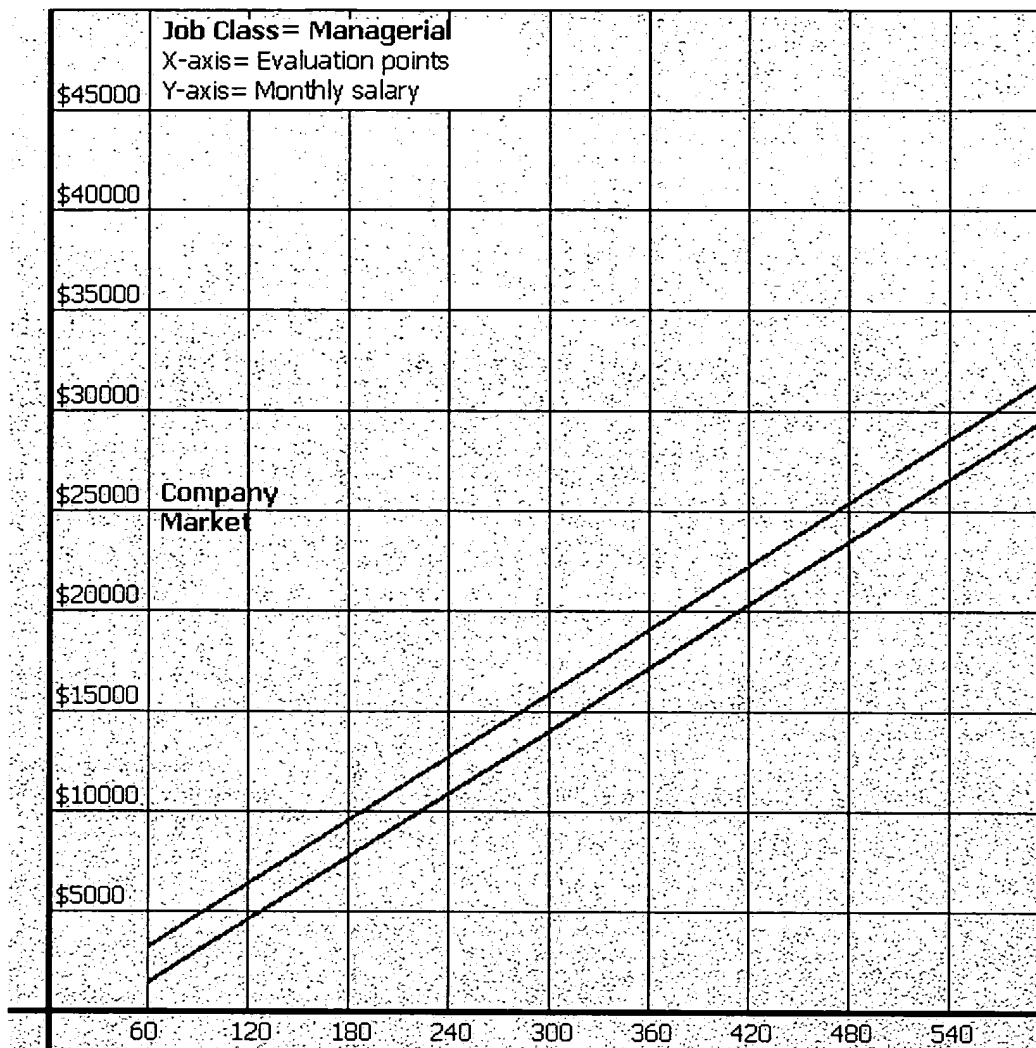


Label

[Click here to close this window](#)

[Click here to print this page](#)

Figure 11



View another chart

Y-Axis

Monthly Salary

Job

Managerial

Go !

[Click here to close this window](#)

[Click here to print this page](#)

Figure 12

View table

\$ Parameter

Job

Monthly Salary Class [Click here to close this window](#)[Click here to print this page](#)

Serial No.	Job Code	Job Title	Monthly Salary	Average	1st Quartile	2nd Quartile	3rd Quartile
<input type="button" value="1"/>	1	Gte. Rec. Humanos	28698	30246 (0.95)	28756 (1)	29466 (0.97)	31372 (0.91)
<input type="button" value="2"/>	2	Supervisor Produc	17800	16228 (1.1)	15835 (1.12)	16200 (1.1)	16900 (1.05)
<input type="button" value="3"/>	3	Contador	10500	9228 (1.14)	8700 (1.21)	9000 (1.17)	9300 (1.13)

Figure 13